

~~ADMINISTRATIVE INTERNAL USE ONLY~~

Positive aspects of the DDP evaluation procedures:

1. The DDP desires and is able to use a centralized promotion system.
2. There is, as a result of the centralized system, DDP-wide uniformity in criteria, percepts and the method of evaluation.
3. Evaluation criteria is published and made available to each officer being evaluated. The criteria is re examined each year.
4. Officers are ranked at once each year for:
 - a. promotion
 - b. identification of marginal performers
 - c. training
 - d. rotational assignments.
5. There is a minimum time-in-grade requirement at each grade level.
6. There is cross ranking by impartial groups. The membership of each evaluation group is changed at the end of the ranking exercise.

Negative aspects of the DDP evaluation system:

1. The fitness report is the sole basis for judgement of each officer by the Board and Panel members. If an individual has a rating officer more gifted in writing than another he gains an unfair advantage.
2. It appears that a closer monitoring of the PRA system is necessary. Perhaps better justifications are necessary. A closer monitoring may retard promotions initially but would provide better management in the long run.

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